

Set	Items	Description
S1	2	AU=(CUTTLE M? OR CUTTLER, M?)
S2	6278815	JOB? OR EMPLOYMENT?
S3	17062572	APPLICANT? OR CANDIDATE? OR PERSON? ? OR PEOPLE OR INDIVID- UAL?
S4	7554126	SCREEN? OR SELECT? OR FILTER?
S5	7291570	QUESTION? OR HISTORY?
S6	6558850	ANSWER? OR RESPOND? OR RESPONSE?
S7	1998091	QUALIF? OR DISQUALIF?
S8	192174	S2(2N)S3
S9	6633	S8(10N)S4
S10	326	S9(15N)S5
S11	55	S10(20N)S6
S12	246	S9(15N)S6
S13	71	S12(20N)S5
S14	79	S11 OR S13
S15	62	S14 NOT PY>2000
S16	46	RD (unique items)
S17	170698	(PERSONAL OR PRIVATE OR LIFE) (2N) (HISTOR? OR STORY) OR BIO- GRAPHY
S18	16	S9(S)S17 → <i>considered All</i>
? show file		
File	9:Business & Industry(R)	Jul/1994-2004/May 19
	(c)	2004 The Gale Group
File	15:ABI/Inform(R)	1971-2004/May 22
	(c)	2004 ProQuest Info&Learning
File	16:Gale Group PROMT(R)	1990-2004/May 24
	(c)	2004 The Gale Group
File	148:Gale Group Trade & Industry DB	1976-2004/May 24
	(c)	2004 The Gale Group
File	160:Gale Group PROMT(R)	1972-1989
	(c)	1999 The Gale Group
File	275:Gale Group Computer DB(TM)	1983-2004/May 24
	(c)	2004 The Gale Group
File	621:Gale Group New Prod.Annou.(R)	1985-2004/May 21
	(c)	2004 The Gale Group
File	636:Gale Group Newsletter DB(TM)	1987-2004/May 24
	(c)	2004 The Gale Group
File	20:Dialog Global Reporter	1997-2004/May 24
	(c)	2004 The Dialog Corp.
File	476:Financial Times Fulltext	1982-2004/May 24
	(c)	2004 Financial Times Ltd
File	610:Business Wire	1999-2004/May 23
	(c)	2004 Business Wire.
File	613:PR Newswire	1999-2004/May 24
	(c)	2004 PR Newswire Association Inc
File	624:McGraw-Hill Publications	1985-2004/May 21
	(c)	2004 McGraw-Hill Co. Inc
File	634:San Jose Mercury	Jun 1985-2004/May 22
	(c)	2004 San Jose Mercury News
File	810:Business Wire	1986-1999/Feb 28
	(c)	1999 Business Wire
File	813:PR Newswire	1987-1999/Apr 30
	(c)	1999 PR Newswire Association Inc

16/3,K/1 (Item 1 from file: 9)
DIALOG(R)File 9:Business & Industry(R)
(c) 2004 The Gale Group. All rts. reserv.

2366769 Supplier Number: 02366769 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Swiss Temporary Staffing Firm Adecco Recruits Workers via Mall Kiosks
(Temporary employment agency Adecco has placed computerized "Job Shop"
kiosks in shopping malls as one way to attract workers in a tight job
market)

Boston Globe , p N/A
January 31, 1999
DOCUMENT TYPE: Regional Newspaper ISSN: 0743-1791 (United States)
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 864

(USE FORMAT 7 OR 9 FOR FULLTEXT)

TEXT:
...Inc., a North Carolina company that designs telephone screening systems
for retail companies.

One interactive **screening** program relies on timed **answers** to analyze
job applicants' responses to a series of **questions** designed to gauge
honesty, reliability, punctuality, and state of mind. The new system
screens out job applicants who **respond** too quickly or too slowly to
such **questions** as, "I sometimes borrowed pencils, paper, and other
supplies from my prior boss," or "Taking..."

16/3,K/2 (Item 1 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

02329128 86921121
Graduate recruitment and selection practices in small businesses
Stewart, Jim; Knowles, Vanessa
Career Development International v5n1 PP: 21-38 2000
JRNL CODE: CDVT
WORD COUNT: 10673

...TEXT: specify tests used. A tick box labelled "other" was added to the
list to enable **respondents** to state any method used which was not offered
by the **questionnaire**. **Question 19** required the **respondent** to indicate
whether **job** descriptions or **person** specifications were used in the
recruitment and **selection** process by simply circling a "yes/no" option.
Finally, **question 20** invited the **respondent** to make any other comments
in relation to the recruitment and selection methods that would...

16/3,K/3 (Item 2 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01822327 04-73318
Guidance for job seekers
Pack, Thomas
Link-Up v16n3 PP: 19 May/Jun 1999
ISSN: 0739-988X JRNL CODE: LUP
WORD COUNT: 1254

...TEXT: companies.

And you can find information on interview trends (including such recent trends as making **job applicants answer** brainteasers). A Virtual Interview challenges you to **select** the best **answer** from each of a series of interview **questions**. Most are straightforward, but some help you practice handling inappropriate inquiries. The site's other...

16/3,K/4 (Item 3 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

01670845 03-21835

Granting a Stamp of Approval

Kirksey, Linda A; Smith, Barry L

Security Management v42n5 PP: 62-69 May 1998

ISSN: 0145-9406 JRNL CODE: SEM

WORD COUNT: 3203

...TEXT: As a part of the program overhaul, human resource employees were trained to ask probing **questions** and detect discrepancies between the application and **responses** during preemployment interviews.)

Applicants must also undergo a drug **screen**, a local criminal **history** check, and a local **employment** check. **Candidates** are eliminated throughout the various stages of this process.

Successful candidates then receive a conditional...

16/3,K/5 (Item 4 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

01602204 02-53193

A few good employees

McCune, Jenny C

Management Review v87n4 PP: 38-40 Apr 1998

ISSN: 0025-1895 JRNL CODE: MRV

WORD COUNT: 1781

...TEXT: last year, Cigna Healthcare would read scripts of call-center vignettes (such as handling a **question**, problem or complaint) to **job candidates**, who then **selected** their **responses** from a menu of **answers**. "It was very labor-intensive," says Martine Maness, an HR consultant involved with hiring for...

16/3,K/6 (Item 5 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

01448607 00-99594

Operators embrace automated systems to hire the best, reduce turnover

Rubinstein, Ed

Nation's Restaurant News v31n25 PP: 71, 80 Jun 23, 1997

ISSN: 0028-0518 JRNL CODE: NRN

WORD COUNT: 1746

...ABSTRACT: Data Inc., comprises proprietary software and a portable computer, display and telephone unit called a **Screen Phone**. A DPDAplicant interview begins with the **job applicant** using the **Screen Phone** to provide biographical information and an employment **history**. Once an application is complete the DPD Screen Phone transmits **responses** to Decision Point Data's host system. The processed application is then faxed back to...

16/3,K/7 (Item 6 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01412860 00063847
Selecting safe employees: A behavioral science perspective
Kamp, John; Krause, Thomas R
Professional Safety v42n4 PP: 24-28 Apr 1997
ISSN: 0099-0027 JRNL CODE: PFS
WORD COUNT: 3851

...TEXT: more (or less) likely to work safely

The objective, personality-based preemployment test is one **selection** method that has proven successful in predicting **individual job** safety. Using a standard multiple-choice **answer** scale, applicants **respond** to **questions** such as, "Do you like to act on the spur of the moment?" Tests are administered using a booklet and **answer** sheet or via computer. Each applicant's answers are scaled by comparing them to those...

16/3,K/8 (Item 7 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01221080 98-70475
Denny's changes its spots
Rice, Faye
Fortune v133n9 PP: 133-142 May 13, 1996
ISSN: 0015-8259 JRNL CODE: FOR
WORD COUNT: 3309

...TEXT: sort out bad apples. A new computerized interviewing technique called H.R. Easy tries to **screen job applicants** for racial bias. Prospective employees dial an 800 number to **answer** a series of **questions**, including "Have you ever used drugs?" "Do you like dealing with people of different races..."

16/3,K/9 (Item 8 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

01130652 97-80046
Exhibitors offer vast array
Anonymous
Security Management The Bayou Bugle Supplement PP: 1, 15+ Dec 1995
ISSN: 0145-9406 JRNL CODE: SEM
WORD COUNT: 703

...TEXT: Reid Psychological Systems, based in Chicago, introduced a new

product, ProVoice. ProVoice allows employers to **screen** applicants using a touch-tone phone. **Job candidates** call a toll free number and **answer questions** using the buttons on the phone. Once the testing is completed, ProVoice automatically delivers the...

16/3,K/10 (Item 9 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00977229 96-26622
The art and science of conducting a job interview
Messmer, Max
Business Credit v97n2 PP: 35-36 Feb 1995
ISSN: 0897-0181 JRNL CODE: CFM
WORD COUNT: 1599

...TEXT: areas, tell candidates that you will discuss these topics with former employers. This encourages honest **answers** , and also lets job-seekers know that you thoroughly **screen applicants** .

Job -related **questions** include: "Please describe a typical day on your last job." "What is your most noteworthy..."

16/3,K/11 (Item 10 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00972518 96-21911
HRM: A key to competitiveness
Terpstra, David E
Management Decision v32n9 PP: 10-14 1994
ISSN: 0025-1747 JRNL CODE: MGD
WORD COUNT: 3037

...TEXT: 8] .

BIOGRAPHICAL INFORMATION BLANKS

Biographical information blanks (BIBs) and weighted application blanks (WABs) ask applicants **questions** about their education, work history, background, life experiences, attitudes and interests. Statistical analyses are performed in order to determine which **responses** to these **questions** are related to future work performance, and **job applicants** are **selected** on the basis of their weighted **responses** to the **questions** asked. Very few organizations use either BIBs or WABs to select new employees. One survey...

16/3,K/12 (Item 11 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00965566 96-14959
Leveraging a low-wage work force
Greengard, Samuel
Personnel Journal v74n1 PP: 90-102 Jan 1995
ISSN: 0031-5745 JRNL CODE: PEJ
WORD COUNT: 4135

...TEXT: systems in the firm's national HR office. "We're trying to do a better **job** of **selecting applicants** . We realize it's crucial to think about the job requirements, ask the right **questions** and listen closely to the **answers** ."

Making sure that prospective employees understand what the job is all about has also become...

16/3,K/13 (Item 12 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00958383 96-07776
Conducting an effective selection interview
Hackney, Michael; Kleiner, Brian H
Work Study v43n7 PP: 8-13 Nov 1994
ISSN: 0043-8022 JRNL CODE: WST
WORD COUNT: 4679

...TEXT: the whens and the hows of selection interviewing.

The Selection Interview

The goal of the **selection** interview is to find the best suitable **person** for the **job** through a series of **questions / answers** , discussions, and testing. If you have done your work beforehand (preplanning),the interview itself will...

16/3,K/14 (Item 13 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00957769 96-07162
To hire the best, use pre-employment tests
Mercer, Michael W
HR Focus v71n12 PP: 3 Dec 1994
ISSN: 1059-6038 JRNL CODE: PER
WORD COUNT: 562

TEXT: **Question** : What's the easiest, cheapest and fastest way to build a productive, dependable and trustworthy workforce?

Answer : Hire productive, dependable and trustworthy people.

Given this bottom-line reality, the key goal for **screening job candidates** is to predict **applicants** ' ljob performance before you put them on the payroll. Companies use three methods to make these...

16/3,K/15 (Item 14 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00942508 95-91900
Leader of the pack
Brewer, Geoffrey
Sales & Marketing Management Performance Supplement PP: 32-38 Nov 1994

ISSN: 0163-7517 JRNL CODE: SAL
WORD COUNT: 2533

...TEXT: who want to help other people succeed."

Some companies are getting downright scientific about leadership **selection**. At Stryker, top performers and all **job candidates** take psychological tests, called "profiles," which identify **respondents'** strengths and weaknesses. The tests, which are interviews developed by the Gallup Organization, include **questions** that measure leadership potential. **Questions** like, "Would you rather have a product that is the most profitable or of the..."

16/3,K/16 (Item 15 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00643724 92-58664
A Causal Model of Organizational Performance and Change
Burke, W. Warner; Litwin, George H.
Journal of Management v18n3 PP: 523-545 Sep 1992
ISSN: 0149-2063 JRNL CODE: JOM
WORD COUNT: 9637

...TEXT: New York: Wiley & Sons.

Bullock, R. J., & Lawler, E. E. III 1984. Gainsharing: A few **questions** and fewer **answers**. Human Resource Management, 23: 23-40.

Burke, M. J., & Pearlman, K. 1988. Recruiting, **selecting**, and matching **people** with **jobs**. In J. P. Campbell, R. J. Campbell & Associates (Eds.), Productivity in organizations: 97-142. San...

16/3,K/17 (Item 16 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00477147 90-02904
Business Ethics: Defining the Twilight Zone
Nel, Deon; Pitt, Leyland; Watson, Richard
Journal of Business Ethics v8n10 PP: 781-791 Oct 1989
ISSN: 0167-4544 JRNL CODE: JBE

...ABSTRACT: regarding whether they see a need for policy on a range of ethically contentious issues. **Questionnaires** presenting scenarios were mailed to the chief executive officers, marketing managers, and purchasing managers of 500 national companies **selected** by means of a stratified sample requiring **employment** exceeding 500 **persons** and electrical power consumption exceeding 150,000 kilowatt hours per month. The overall **response** rate was 30.53%. The data were analyzed using multivariate analysis to account for the...

16/3,K/18 (Item 17 from file: 15)
DIALOG(R)File 15:ABI/Inform(R)
(c) 2004 ProQuest Info&Learning. All rts. reserv.

00446809 89-18596

Computer-Assisted Staffing Systems: The Use of Computers in Implementing Meta-Analysis and Utility Research in Personnel Selection

McDaniel, Michael A.; Schmidt, Frank L.

Public Personnel Management v18n1 PP: 75-86 Spring 1989

ISSN: 0091-0260 JRNL CODE: PPM

...ABSTRACT: called the Staffing Decision Support System (SDSS) was designed to assist staffing decision makers in **answering 2 questions** :
1. What is the best personnel **selection** method for identifying capable **applicants** for the **job** ? 2. What is the economic value of a personnel **selection** procedure? SDSS is a Fortran-based system that was developed first for use by the...

16/3,K/19 (Item 18 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

00378693 87-37527

How to Target Super Salespeople

Shahnasarian, Michael; McCluskey, Thomas J.

Bottomline v4n10 PP: 51-56 Oct 1987

ISSN: 0740-5464 JRNL CODE: BTL

...ABSTRACT: plans now define many retail jobs as "sales positions." In addition, the criteria used to **screen** and **select candidates** for branch **jobs** have changed. A **selection** program targeted at top-notch salespeople should evolve as it **answers 3 questions** concerning: 1. what traits the institution's salespeople ideally posses, 2. which of these traits...

16/3,K/20 (Item 19 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

00083254 78-17587

A Good (Wo)man Is Hard to Find ... and Keep

Half, Robert

Data Management v16n10 PP: 20-25 Oct. 1978

ISSN: 0148-5431 JRNL CODE: DMG

...ABSTRACT: decisions and reduce employee turnover the manager must consider several aspects to make the "correct" **selection** . There is no ideal **job applicant** , and no one is perfect. During the **selection** process the manager should remember that resumes present the applicant in the best possible light. **Responses** to a few key **questions** will improve the manager's chances to make the right hiring decision. Appearance and personality...

16/3,K/21 (Item 20 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00002695 72-01446

PERSONNEL USES THE COMPUTER

WALKER, ALFRED J. JR.

PERSONNEL JOURNAL VOL 51 NO 3 PP: 204-207 MAR 72

ISSN: 0031-5745 JRNL CODE: PEJ

...ABSTRACT: ADMINISTRATION AND COMMUNICATION. 2- HUMAN RESOURCE CONTROL, AND, 3- CENTRALIZED RECORDKEEPING. AN EIS CAN ALSO **ANSWER QUESTIONS** ABOUT THE COST OF NEW BENEFIT PLANS, MEET THE INCREASING NEED FOR EMPLOYEE STATISTICS FOR GOVERNMENT, IMPROVE **JOB CANDIDATE SELECTION**, HANDLE THE SALARY PROGRAMS AND WAGE COMPARISONS AND ANALYSIS, PROVIDE DATA ON ABSENTEEISM AND **ANSWER QUESTIONS** OF WHO IS WORKING WHERE AND DOING WHAT. EIS IS THE **ANSWER** TO THE INFORMATION NEEDS OF THE PERSONNEL DEPARTMENT.

16/3,K/22 (Item 1 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

06405857 Supplier Number: 54859218 (USE FORMAT 7 FOR FULLTEXT)
Roadway Express Introduces Online Career Resource Center.
Business Wire, p1079
June 11, 1999
Language: English Record Type: Fulltext
Document Type: Newswire; Trade
Word Count: 297

... corporate office jobs and for instructions on how to contact a local facility for other **jobs**." Online **candidates** are **screened** by **answering** job-specific **questions** and will receive immediate acknowledgement of their submission.

Included on the Dow Jones Transportation Average...

16/3,K/23 (Item 2 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

06121228 Supplier Number: 53739284 (USE FORMAT 7 FOR FULLTEXT)
Cyberspace Candidates.
O'Dowd, Sally
Travel Agent, v293, n11, p18(1)
Jan 25, 1999
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Trade
Word Count: 1945

... candidates' permission.
Dial up the Web site [www.yoursintravel. com] and a plane on the **screen** will fly your way. The first thing agencies and **job candidates** must do is **answer** a series of **questions** online. (Candidates without access to the Net can fax their resumes.) For the most part...

16/3,K/24 (Item 3 from file: 16)
DIALOG(R)File 16:Gale Group PROMT(R)
(c) 2004 The Gale Group. All rts. reserv.

05198234 Supplier Number: 47931289 (USE FORMAT 7 FOR FULLTEXT)
Aspen Tree Software helps lessen resume overload
PC Week, p084
August 25, 1997
Language: English Record Type: Fulltext
Document Type: Magazine/Journal; Tabloid; General Trade

Word Count: 145

... aspentree. com) has developed an employee screening and selection system using computers to conduct initial **screening** interviews without any time involvement from interviewers or recruiters. Each **job candidate** spends approximately a half-hour completing a computer- administered interview, **answering questions** that are relevant to the position being sought.

Aspen Tree works with the hiring company to create a **questionnaire** that screens for just the right mix of qualifications. Aspen Tree, located in

Laramie, Wyo...

16/3,K/25 (Item 4 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

02555532 Supplier Number: 43388151 (USE FORMAT 7 FOR FULLTEXT)

You Too Can Find Employees By Computer 10/20/92

Newsbytes, pN/A

Oct 20, 1992

Language: English Record Type: Fulltext

Document Type: Newswire; General Trade

Word Count: 375

... employers can use a service offered by Pacific Bell that allows them to electronically pre- **screen** and pre-qualify **job applicants** . The **job** seeker calls a number listed in the employer's printed ad, and **responds** to a series of **questions** by voice or by pressing buttons on a touch-tone phone. Employers dial into the...

16/3,K/26 (Item 5 from file: 16)

DIALOG(R)File 16:Gale Group PROMT(R)

(c) 2004 The Gale Group. All rts. reserv.

02278127 Supplier Number: 42978148 (USE FORMAT 7 FOR FULLTEXT)

Texpo 92: Voice Mail To Pre-Qualify Job Applicants 05/07/92

Newsbytes, pN/A

May 7, 1992

Language: English Record Type: Fulltext

Document Type: Newswire; General Trade

Word Count: 304

(USE FORMAT 7 FOR FULLTEXT)

TEXT:

...offering employers the rental of a service by which they can electronically, by phone, pre- **screen** and pre-qualify **job applicants** . The service allows **job applicants** to call a phone number in an ad and **respond** by voice and touch-tone phone key presses to a series of **questions** selected by the employer.

16/3,K/27 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

12352759 SUPPLIER NUMBER: 62194518 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Testing, Testing.

Keenan, Tim; Bonnie, Fred
Ward's Dealer Business, 33, 7, 36
March, 1999
ISSN: 1086-1629 LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 2380 LINE COUNT: 00188

... PROFILE, an honesty and integrity profile that has been used for 20 years to evaluate **job candidates**.

In his study of employment **screening** methods, Dr. Lousig-Nont writes about some techniques on interviewing:

"Eye movement in **response** to a direct **question** should send a red flag to the interviewer. If you ask applicants if they have...

16/3,K/28 (Item 2 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

09651744 SUPPLIER NUMBER: 18927519 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Test matches workers, jobs. (Cambridge Assessment Center introduces new methodology for measuring skill sets, personality) (Industry Trend or Event)

King, Julia
Computerworld, v30, n49, p81(1)
Dec 2, 1996

ISSN: 0010-4841 LANGUAGE: English RECORD TYPE: Fulltext; Abstract
WORD COUNT: 765 LINE COUNT: 00061

...ABSTRACT: is usually a highly creative and more independent individual. Its test can be used to **screen job applicants** by analyzing their **answers** to 400 **questions** collected on a PC. The service costs companies about \$325 per person, and users say...

16/3,K/29 (Item 3 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

05591956 SUPPLIER NUMBER: 11531619 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Negligent hiring: are hospitals vulnerable?

Kinard, Jerry; Renas, Stanley
Public Personnel Management, v20, n3, p263(8)
Fall, 1991

ISSN: 0091-0260 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 2674 LINE COUNT: 00236

... other positions.

Nine hospitals included in the study require each applicant to provide a health **history** and pass a physical examination. Three hospitals require a tuberculosis exam; one requires rubella **screening**; and three routinely administer personality tests to **applicants** for **jobs** that have direct contact with patients. One **respondent** routinely checks each applicant's drivers license through his/her State's Division of Motor...

16/3,K/30 (Item 4 from file: 148)
DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

05231972 SUPPLIER NUMBER: 10614880 (USE FORMAT 7 OR 9 FOR FULL TEXT)

The use of PC software in teaching public personnel administration.

Siegel, Gilbert B.; Marshall, James R.

Public Personnel Management, v20, n1, p61(9)

Spring, 1991

ISSN: 0091-0260

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 2422

LINE COUNT: 00210

... cost analysis

routines which estimate the cost-impact of various bargaining packages and demands; a **selection** subsystem which tests and scores candidates or which compares **applicant** qualifications with **job** requirements; and, based on projections of demand for services, models which allow us to **answer** the **question**, What are our personnel succession requirements for various levels and occupational specialties over the next...

16/3,K/31 (Item 5 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

04573761 SUPPLIER NUMBER: 08974035 (USE FORMAT 7 OR 9 FOR FULL TEXT)

The bright future of expert systems. (Technology for the Times)

Anderson, Cindy; Stach, Rosann

Best's Review - Property-Casualty Insurance Edition, v91, n1, p76(6)

May, 1990

ISSN: 0161-7745

LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 2947

LINE COUNT: 00243

... system for hiring agents and adjusters provides an interactive tool for a hiring manager to **screen job applicants**, based on their **responses** to specific **questions**. This system was challenged in court as being discriminatory but its legality was later upheld...

16/3,K/32 (Item 6 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

03472088 SUPPLIER NUMBER: 06244481 (USE FORMAT 7 OR 9 FOR FULL TEXT)

New tips on screening employees. (sophisticated hiring practices)

Rohan, Thomas M.

Industry Week, v236, n1, p33(3)

Jan 4, 1988

CODEN: IWEEA

ISSN: 0039-0895

LANGUAGE: ENGLISH

RECORD TYPE:

FULLTEXT

WORD COUNT: 2299

LINE COUNT: 00177

... teaching machine to do interviewing. An existing IBM interactive machine could be programmed to ask **questions** of **job applicants** via a touch screen. A video camera would record their **answers**, and personnel managers would pick up body-language indications of applicants' attitudes from the tape...

16/3,K/33 (Item 7 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

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03140085 SUPPLIER NUMBER: 05121604 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Looking good at Sunglass Hut. (company profile)

Welch, Bonnie

Florida Trend, v30, p74(4)

May, 1987

DOCUMENT TYPE: company profile ISSN: 0015-4326 LANGUAGE: ENGLISH

RECORD TYPE: FULLTEXT

WORD COUNT: 2409 LINE COUNT: 00183

... tell a lot about a person over the phone by the way they ask and **answer questions**," Helene says.

If **job applicants** pass this **screening** they are referred to a store where a successful interview there results in a polygraph...

16/3,K/34 (Item 8 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

02974161 SUPPLIER NUMBER: 04369352 (USE FORMAT 7 OR 9 FOR FULL TEXT)

Corporations take aim at illiteracy; faced with the need for

better-educated employees, many companies are becoming teachers of last resort by sponsoring remedial programs in plants and offices. (includes article on setting up programs)

Ross, Irwin

Fortune, v114, p48(5)

Sept 29, 1986

ISSN: 0015-8259 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

WORD COUNT: 2623 LINE COUNT: 00202

16/3,K/35 (Item 9 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

02491167 SUPPLIER NUMBER: 04005165 (USE FORMAT 7 OR 9 FOR FULL TEXT)

A blueprint for success. (book reviews)

Holtzman, Henry

Modern Office Technology, v30, p134(1)

Nov, 1985

DOCUMENT TYPE: review LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

WORD COUNT: 581 LINE COUNT: 00044

... sometimes just a bit misleading. For example, in the segment of the book dealing with **screening job applicants** by phone, the author recommends that the interviewer ask a **question** of the applicant designed to get a **response** that permits evaluation. He notes:

"The idea here is to get the applicant to talk..."

16/3,K/36 (Item 10 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB

(c)2004 The Gale Group. All rts. reserv.

02034509 SUPPLIER NUMBER: 03298523 (USE FORMAT 7 OR 9 FOR FULL TEXT)

FIA management parley conducts 6 workshops.

Fournaris, Diane

Footwear News, v40, p23(1)

June 4, 1984

ISSN: 0162-914X LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT

WORD COUNT: 963 LINE COUNT: 00076

... performances or problems, Bell urged the group to use achiever manager methods. "Ask lots of **questions** . You don't persuade someone by talking. It's letting them talk and find the **answers** that works.'

This is also a key in **selecting** and interviewing **job applicants** according to Dr. Richard Scott, chairman of the psychology department at California State College, who...

16/3,K/37 (Item 1 from file: 275)

DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01540587 SUPPLIER NUMBER: 12809369 (USE FORMAT 7 OR 9 FOR FULL TEXT)
You too can find employees by computer. (on-line data base of job seekers)
Mallory, Jim
Newsbytes, NEW10200022
Oct 20, 1992
LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 415 LINE COUNT: 00032

... employers can use a service offered by Pacific Bell that allows them to electronically pre- **screen** and pre-qualify **job applicants** . The **job** seeker calls a number listed in the employer's printed ad, and **responds** to a series of **questions** by voice or by pressing buttons on a touch-tone phone. Employers dial into the...

16/3,K/38 (Item 2 from file: 275)

DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01513722 SUPPLIER NUMBER: 12147100 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Texpo 92: voice mail to pre-qualify job applicants. (Pacific Bell)
Rohrbough, Linda
Newsbytes, NEW05070028
May 7, 1992
LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT
WORD COUNT: 332 LINE COUNT: 00024

TEXT:

...offering employers the rental of a service by which they can electronically, by phone, pre- **screen** and pre-qualify **job applicants** . The service allows **job applicants** to call a phone number in an ad and **respond** by voice and touch-tone phone key presses to a series of **questions** selected by the employer.

16/3,K/39 (Item 3 from file: 275)

DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01352195 SUPPLIER NUMBER: 08198032 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Putting the phone to work to streamline the hiring process. (Talking Classifieds)
Telecommuting Review: the Gordon Report, v7, n2, p4(2)
Feb 1, 1990
ISSN: 8756-7431 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 741 LINE COUNT: 00057

... greeted with a short message, and are then asked a series of background and screening **questions** that are **selected** according to the type and level of the **job** opening.

The **applicant** 's **answers** are digitized and linked to produce a verbal resume, and are stored for later playback. **Questions** include name and address, current position, educational background, current salary, and others as needed, up...

16/3,K/40 (Item 4 from file: 275)

DIALOG(R)File 275:Gale Group Computer DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01079639 SUPPLIER NUMBER: 00570056

Personnel: Computer-Aided Recruitment.

Thiel, C.T.

Infosystems, v31, n7, p15

July, 1984

DOCUMENT TYPE: column ISSN: 0364-5533

LANGUAGE: ENGLISH

RECORD TYPE: ABSTRACT

...ABSTRACT: and communicate their special needs to the data base system through a series of qualifying **questions** . CARI uses the **answers** to **screen** its database and submit a listing of potential **applicants** and their **job** qualifications to the user terminal for review.

16/3,K/41 (Item 1 from file: 636)

DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

03473163 Supplier Number: 47161653 (USE FORMAT 7 FOR FULLTEXT)

Integrity Testing as Part of Hiring Process Helps Weed Out Potential Bad Apples

Physician Manager, v8, n4, pN/A

Feb 28, 1997

Language: English Record Type: Fulltext

Document Type: Newsletter; Trade

Word Count: 476

(USE FORMAT 7 FOR FULLTEXT)

TEXT:

...entities like hospitals that get tons of resumes, Pinkerton has a short-cut method to **screening** . **Job candidates** will call an 800 number printed in a classified ad or other job listing and **answer** eight to 10 **questions** , such as whether they have ever been convicted of a felony. Applicants that pass each...

16/3,K/42 (Item 2 from file: 636)

DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

03467265 Supplier Number: 47148186 (USE FORMAT 7 FOR FULLTEXT)

THE NEWS IN BRIEF: "When people say they never stole anything, they are usually lying."

Healthcare Business & Legal Strategies, v6, n6, pN/A

Feb 24, 1997

Language: English Record Type: Fulltext

Document Type: Magazine/Journal; Trade

Word Count: 209

(USE FORMAT 7 FOR FULLTEXT)
TEXT:

...entities like hospitals that get tons of resumes, Pinkerton has a short-cut method to **screening** . **Job candidates** will call an 800 number printed in a classified ad or other job listing and **answer** eight to 10 **questions** , such as whether they have ever been convicted of a felony. Applicants that pass each...

16/3,K/43 (Item 3 from file: 636)
DIALOG(R)File 636:Gale Group Newsletter DB(TM)
(c) 2004 The Gale Group. All rts. reserv.

01458346 Supplier Number: 41975676 (USE FORMAT 7 FOR FULLTEXT)
Letter to the Editor
World Accounting Report, pN/A
April, 1991
Language: English Record Type: Fulltext
Document Type: Newsletter; Trade
Word Count: 552

... involved is an indication of the great care taken by the trustees to find and **select** the best **person** for the **job** .

The **answer** to the **question** in the title of your lead story (Is the FASB Out for the Count?') is...

16/3,K/44 (Item 1 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

14334380 (USE FORMAT 7 OR 9 FOR FULLTEXT)
The Interview
BRISTOL EVENING POST , EP Bristol South ed, p1
October 12, 2000
JOURNAL CODE: FBEP LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 163

(USE FORMAT 7 OR 9 FOR FULLTEXT)

He devised a simple test to **select** the most suitable **person** for the **job** . He asked each applicant the **question** , "What is two and two?"
The first interviewee was a journalist.
His **answer** was: "Twenty-two."
The second applicant was an engineer.
He pulled out a slide rule...

16/3,K/45 (Item 2 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

13548668 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Radio Lesotho Program Summary: 261600
Reception: fair
WORLD NEWS CONNECTION
October 26, 2000
JOURNAL CODE: WWNC LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 389

... the national assembly at the convention center today. he said the meeting was "aimed at **answering** all the questions and suspicions among members of parliament on issues relating to road construction". he said **questions** asked regularly include "the criteria of **selecting** roads for construction, **employment** of **people** in road construction, as well as **selection** of construction contractors". he said most of the road construction activity is "funded by donors..."

16/3,K/46 (Item 3 from file: 20)
DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

04190327 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Swiss Temporary Staffing Firm Adecco Recruits Workers via Mall Kiosks
Diane E. Lewis
KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS (BOSTON GLOBE)
January 31, 1999
JOURNAL CODE: KBGL LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 863

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... Inc., a North Carolina company that designs telephone screening systems for retail companies.

One interactive **screening** program relies on timed **answers** to analyze **job applicants' responses** to a series of **questions** designed to gauge honesty, reliability, punctuality, and state of mind. The new system **screens** out **job applicants** who **respond** too quickly or too slowly to such **questions** as, "I sometimes borrowed pencils, paper, and other supplies from my prior boss," or "Taking..."

18/3,K/1 (Item 1 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

01561124 02-12113

A methodology for developing and validating minimum qualifications (MQs)

Levine, Edward L; Maye, Doris M; Ulm, Ronald A; Gordon, Thomas R

Personnel Psychology v50n4 PP: 1009-1023 Winter 1997

ISSN: 0031-5826 JRNL CODE: PPS

WORD COUNT: 4999

...TEXT: of validating MQs. Ash, Johnson, Levine, and McDaniel (1989) provide information about the use of **personal history** information, particularly education and work experience, to set MQs. In a similar vein, McDaniel, Schmidt...

... Written Examination Unit within the State of Georgia's Merit System (which is responsible for **screening applicants** for government jobs with the State of Georgia), developed such a methodology. Levine et al. (1992) outlined the...

18/3,K/2 (Item 2 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

00972518 96-21911

HRM: A key to competitiveness

Terpstra, David E

Management Decision v32n9 PP: 10-14 1994

ISSN: 0025-1747 JRNL CODE: MGD

WORD COUNT: 3037

...TEXT: information blanks (BIBs) and weighted application blanks (WABs) ask applicants questions about their education, work **history**, background, **life** experiences, attitudes and interests. Statistical analyses are performed in order to determine which responses to these questions are related to future work performance, and **job applicants** are **selected** on the basis of their weighted responses to the questions asked. Very few organizations use...

18/3,K/3 (Item 3 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

00407752 88-24585

Getting to Know You

Hammer, Edson G.; Kleiman, Lawrence S.

Personnel Administrator v33n5 PP: 86-92 May 1988

ISSN: 0031-5729 JRNL CODE: PAD

...ABSTRACT: selection instruments are needed to obtain such a workforce. Biodata, which is one type of **selection** procedure, is a systematic method for assessing **job applicants** on the basis of **personal** biographical **history** factors. Information pertaining to an applicant's **personal history** is given a mathematical weight to produce a "score" for each individual. Research has indicated...

18/3,K/4 (Item 4 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

(c) 2004 ProQuest Info&Learning. All rts. reserv.

00254453 84-33014

A New Touch to Employee Screening: Testing by Telephone Can Eliminate Bias

Moree, James E., Sr.; Clouse, William Robert

Security Management v28n9 PP: 103-105 Sep 1984

ISSN: 0145-9406 JRNL CODE: SEM

...ABSTRACT: preemployment screening. TeleScreen is now being marketed by its developers as a way of gathering **personal history** and attitudinal data from **job applicants**, and as a way to **screen** employees for information on subjects such as poor management techniques. Using computers and toll-free...

18/3,K/5 (Item 5 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00165549 82-07110

Design and Use of Weighted Application Blanks

Lawrence, Daniel G.; Salsburg, Barbara L.; Dawson, John G.; Fasman, Zachary D.

Personnel Administrator v27n3 PP: 47-53, 101 Mar 1982

ISSN: 0031-5729 JRNL CODE: PAD

...ABSTRACT: use of weighted application blanks (WABs). A WAB is a systematic method for determining which **personal history** factors and other variables of **job applicants** are important for **selection** and success in specific occupations. Practitioners have found that weighted application blanks can be extremely...

18/3,K/6 (Item 6 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00110358 80-04228

Meeting Retail Staffing Needs Via Improved Selection

Spivey, W. Austin; Munson, J. Michael; Locander, William B.

Journal of Retailing v55n4 PP: 3-19 Winter 1979

ISSN: 0023-4359 JRNL CODE: JRL

...ABSTRACT: Opportunity Commission vantage points would be well advised to recognize that the basic approach to **selection** should include some combination of **job** context and **individual** difference variables. **Job** context, personality, **personal** history, and demographic variables were all discovered to be useful in discriminating high-risk from low...

18/3,K/7 (Item 7 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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00066649 78-00938

Validation of Minimum Qualifications

Gibson, John W.; Prien, Erich P.

Public Personnel Management v6n6 PP: 447-451, 456 Nov./Dec. 1977

ISSN: 0091-0260 JRNL CODE: PPM

...ABSTRACT: terms of paper and pencil tests. However, another class of tests is also used to **screen applicants** for **employment**. Usually referred to as minimum job requirements or qualifications, which can generally be subsumed under the heading of **personal history** or demographic data and emphasize education, training, and/or work experience. A study was conducted...

18/3,K/8 (Item 1 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

11863669 SUPPLIER NUMBER: 60090274 (USE FORMAT 7 OR 9 FOR FULL TEXT)
WHAT DOES AFFIRMATIVE ACTION DO?(Statistical Data Included)
HOLZER, HARRY J.; NEUMARK, DAVID
Industrial and Labor Relations Review, 53, 2, 240
Jan, 2000
DOCUMENT TYPE: Statistical Data Included ISSN: 0019-7939
LANGUAGE: English RECORD TYPE: Fulltext
WORD COUNT: 17401 LINE COUNT: 01864

... intensively, generate more minority applicants, and appear more willing to consider hiring those with stigmatizing **personal** characteristics and **histories**. How do all of these factors affect the race/gender mix of those who are...

18/3,K/9 (Item 2 from file: 148)

DIALOG(R)File 148:Gale Group Trade & Industry DB
(c)2004 The Gale Group. All rts. reserv.

07864017 SUPPLIER NUMBER: 16877317 (USE FORMAT 7 OR 9 FOR FULL TEXT)
Is the past prologue?: a test of Ghiselli's hobo syndrome. (labor mobility)(includes appendix)
Judge, Timothy A.; Watanabe, Shinichiro
Journal of Management, v21, n2, p211(19)
Summer, 1995
ISSN: 0149-2063 LANGUAGE: ENGLISH RECORD TYPE: FULLTEXT; ABSTRACT
WORD COUNT: 8291 LINE COUNT: 00695

... about past job history when collecting biographical information (Mael, 1991). Furthermore, a significant correlation between **personal history** information and turnover has been reported in the literature (Cascio, 1976; Schmitt et al., 1984...

18/3,K/10 (Item 1 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

32072907 (USE FORMAT 7 OR 9 FOR FULLTEXT)
Parents Use California Database to Check Out Nannies after Accident
Linda Davis
KRTBN KNIGHT-RIDDER TRIBUNE BUSINESS NEWS - CONTRA COSTA TIMES - WALN
November 03, 2003
JOURNAL CODE: KCCT LANGUAGE: English RECORD TYPE: FULLTEXT
WORD COUNT: 659

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... require a tuberculosis test, CPR and first aid certification, proof of residency and other data. **Applicants'** references, **job histories** and **personal** information are **screened** carefully, according to both Pacheco and Robin LeGrand of A Nanny Connection in Danville.
"(Nannies...

18/3,K/11 (Item 2 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

12873247 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Parliament adopts a law on lie detector

BALTIC TIMES

September 18, 2000

JOURNAL CODE: WBLT LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 292

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... verifying facts in a person's biography and other information as a part of a **screening** procedure for **applicants** for **jobs** involving work with classified material.

As the results of a lie detector test cannot be...

18/3,K/12 (Item 3 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

12767995 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Parliament adopts a law on lie detector

BALTIC TIMES

September 11, 2000

JOURNAL CODE: WBLT LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 292

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... verifying facts in a person's biography and other information as a part of a **screening** procedure for **applicants** for **jobs** involving work with classified material.

As the results of a lie detector test cannot be...

18/3,K/13 (Item 4 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

12639226 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Lithuanian parliament adopts amended law on lie detector use

WORLD NEWS CONNECTION

August 30, 2000

JOURNAL CODE: WWNC LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 352

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... verifying facts in a person's biography and other information as a part of a **screening** procedure for **applicants** for **jobs** involving work with classified material.

As the results of a lie detector test cannot be...

18/3,K/14 (Item 5 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
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12617903 (USE FORMAT 7 OR 9 FOR FULLTEXT)

Lithuanian parliament adopts amended law on lie detector use

BBC MONITORING INTERNATIONAL REPORTS

August 30, 2000

JOURNAL CODE: WBMS LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 338

(USE FORMAT 7 OR 9 FOR FULLTEXT)

... verifying facts in a person's biography and other information as a part of a **screening** procedure for **applicants** for **jobs** involving work with classified material.

As the results of a lie detector test cannot be...

18/3,K/15 (Item 6 from file: 20)

DIALOG(R)File 20:Dialog Global Reporter
(c) 2004 The Dialog Corp. All rts. reserv.

11844240 (USE FORMAT 7 OR 9 FOR FULLTEXT)

LITHUANIA ADOPTS LAW ON PROCEDURE OF USING LIE DETECTORS

BALTIC NEWS SERVICE

July 06, 2000

JOURNAL CODE: WBNS LANGUAGE: English RECORD TYPE: FULLTEXT

WORD COUNT: 330

... verifying facts in a person's biography and other information as a part of a **screening** procedure for **applicants** for **jobs** involving work with classified material.

18/3,K/16 (Item 1 from file: 813)

DIALOG(R)File 813:PR Newswire
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0744056

MN001

MINNESOTA HIGH SCHOOL GRADUATES CAN'T GET GOOD JOBS AND MINNESOTA HIGH SCHOOL DIPLOMAS AND COLLEGE DEGREES AREN'T WORTH MUCH

DATE: September 22, 1994

09:56 EDT

WORD COUNT: 787

...the most important reasons job applicants were rejected in the last 12 months concerned work **history** and **personal** qualities. They said the face-to-face interview is in the most heavily relied upon tool for **screening** job **candidates** 0.

Job Qualifications and Employment Practices survey results clearly indicate the need for setting higher standards for...